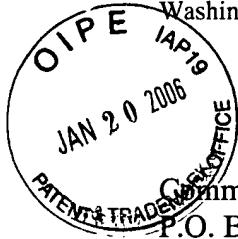


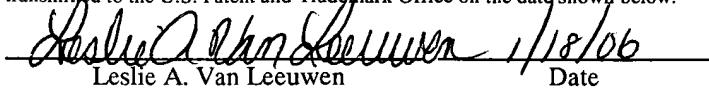
DATE: January 18, 2006



Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

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I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.


Leslie A. Van Leeuwen 1/18/06
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- Information Disclosure Statement;
- Modified form 1449 listing 5 references;
- copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- This IDS is being filed pursuant to CFR § 1.97(c) and:
 - no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
Leslie A. Van Leeuwen
Attorney for Applicant
Registration No. 42,196
Telephone: (512) 301-6738
Facsimile: (512) 301-6742



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: § Group Art Unit: 3628
Calderaro, et. al. §
Serial No.: 09/895,886 §
Filed: June 29, 2001 §
Title: System and Method for § Intellectual Property Law Dept.
Improved Personnel § 11400 Burnet Road
Compensation Planning Factors § Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith. Please note that pages 12, 22, 32, and 36 are missing from the cited article, P&Q Review Productivity and Quality Performance Evaluation. This article was cited by the PTO in a related application, and these pages were missing from the copy we received.

Respectfully submitted,

By *Leslie A. Van Leeuwen*
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886

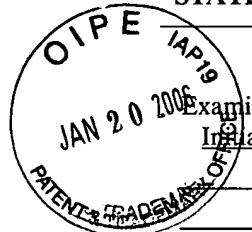
**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 3628

Atty. Docket No. AUS920010236US1



U. S. PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
AA	6,275,812	08-2001	Haq et al.	705/11	
AB	6,853,975	02-2005	Dirksen et al.	705/11	
AC	6,604,084	08-2003	Powers et al.	705/11	
AD	5,706,452	01-1998	Ivanov, Vladimir I.	715/751	
AE					
AF					
AG					
AH					
AI					
AJ					
AK					
AL					

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes <u> </u> No
AM					
AN					
AO					
AP					

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

AQ	P&Q Review Productivity and Quality Performance Evaluation. Version 2. June 1995. (Best available copy – note that pages 12, 22, 32, and 36 are missing).
AR	
AS	
AT	
AU	

Examiner: _____ Date Considered: _____

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.